



Administrative Progress Report (APR) March 2005

To: POST Commissioners and Advisory Committee

From: KENNETH J. O'BRIEN
Executive Director

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

PRESENTING A FRESH NEW LOOK – POST HOMEPAGE

The main POST Home Page (<http://www.post.ca.gov>) has a fresh new look and contains updated links to other popular areas on the website. There are convenient new links to the Commission Meeting page, POSTScripts, and the list of POST Publications. Further, POST's major programs are conveniently featured on the home page with direct links to program information.

The ten most popular pages and the number of visits for the month of February 2005 are shown below:

Rank	<u>Page</u>	<u>Number of Visits</u>
1	POST Homepage	23,950
2	Training, Certificates & Services	8,480
3	Catalog of Certified Courses	5,670
4	Sitemap	5,190
5	Law Enforcement Job Opportunities	4,890
6	Basic Training Academies	4,250
7	Course Catalog HTML Index	4,225
8	Law Enforcement Agencies	4,020
9	Selection & Recruitment	3,910
10	Bulletins	3,470
	Total Number of Visits	68,055

Questions about the POST Home Page may be directed to Bureau Chief Mitch Coppin, Computer Services Bureau, at (916) 227-4850 or by email at Mitch.Coppin@post.ca.gov.

REVISED POST PROPERTY EVIDENCE MANAGEMENT GUIDE READY FOR RELEASE

POST staff, with assistance from the California Association for Property and Evidence (C.A.P.E.), has completed the revision of the Property and Evidence Management Guide. The Guide may be accessed at http://www.post.ca.gov/training/mcs_bureau/prop-evid_guide.asp.

POST clients are able to retrieve and print information from the guide, including sample forms and suggested references related to the property and evidence function. In addition, all legal sections referenced in the guide are directly linked to the webpage. This guide is intended to enhance the effectiveness of property custodians.

Questions about the Property and Evidence Management Guide may be directed to Bureau Chief Jack Garner, Management Counseling Services Bureau, at (916) 227-4805 or by email at Jack.Garner@post.ca.gov.

MASTER INSTRUCTOR DEVELOPMENT PROGRAM CLASS 17 GRADUATES AND CLASS 19 BEGINS

Class 17 of the Master Instructor Development Program (MIDP) graduated on March 11 in Sacramento. With the graduation of this class, the number of MIDP graduates now totals 200. At the graduation, class members displayed their course projects, which are “turn-key” training courses averaging 24-hours in length. With the MIDP graduates, the statewide training community receives a double benefit: highly-skilled instructors and well-designed training courses on timely topics. Training course topics for Class 17 included: *Multi-Discipline Planning for Mass Casualty Incidents; The New Paradigm of Protestors; Building the Integrity Model; Survival Skills for Plainclothes Officers; Partnering Dispatch and Patrol; and Use of Force Reporting and Testimony.*

Present at the graduation ceremonies were the members of MIDP Class 19, which began March 7. There is an expectation that the members of this class will follow the lead of their predecessors in enhancing the quality of instruction and preparing training courses of significant value to the statewide training community. Tentatively, some of the topics to be addressed by class members include: *Counterterrorism: Building a Community/Law Enforcement Partnership; Advanced Interview and Interrogation; Lethal/Less Lethal Update; Cal-OSHA Requirements for Law Enforcement; Officer Safety and the Dispatcher’s Responsibility; and Rural Field Operations Skills.*

Questions regarding the MIDP may be directed to Senior Consultant Michael Gomez, Training Program Services Bureau, at (916) 227-3902 or by email at Michael.Gomez@post.ca.gov.

ACADEMY INSTRUCTOR CERTIFICATION PROGRAM SUPPORTS THE IRAQI LAW ENFORCEMENT TRAINING MISSION

POST staff responded to an urgent call for assistance from Law Enforcement Consultant II Don Lane. Don, who has been on a leave of absence from POST since January to train newly hired police officers in Iraq, emailed POST that he was assigned the development of instructor standards and evaluation guidelines for the Baghdad Police College. Don needed exemplars as his task was time-sensitive. The cadre of instructors was experiencing exponential growth – expanding from 30 to 260 instructors within a 90-day period. More than 8,000 students would be rotating through the college every eight weeks. Don's pressing plight was that while he was able to locate POST's *Academy Instructor Certificate Program Guidelines and Curriculum* publication on the website, he was unable to download it.

POST staff converted the document to an emailable format. Within 30 minutes of Don's request, the much-needed documents, which feature state-of-the-art instructional techniques for facilitating an interactive learning environment, were in Don's hands and were being adapted for use in Iraqi classrooms. Don said that "POST's work product has now officially stretched 7000 miles around the globe and directly assisted in international policy development impacting a coalition of over 40 countries. Shukraan!" ("Thank You" in Arabic)

Questions regarding the Academy Instructor Certification Course may be directed to Senior Consultant Michael Gomez, Training Program Services Bureau, at (916) 227-3902 or by email at Michael.Gomez@post.ca.gov.

PEACE OFFICER INFORMATION (UPDATE)

On May 9, 2002, the Los Angeles Times filed a Petition for Writ of Mandate to compel POST to release peace officer information received on the Notice of Appointment/Termination from the Los Angeles Police Department. The writ was filed in Los Angeles Superior Court.

The case was heard in Los Angeles on October 23, 2002 in Department 85. The judge ultimately ordered POST to provide the Los Angeles Times with the officers' names, department names, appointment date and type, peace officer status and termination dates. The judge denied the request for birth date information and reasons for termination. In an attempt to protect all information contained on the Notice of Appointment/Termination, POST appealed the ruling.

On March 25, 2005, POST appeared before the Court of Appeal of the State of California, Third Appellate District, in Sacramento. The hearing lasted approximately 30 minutes. It is expected that the panel of judges will render a decision in 60 to 90 days.

Questions about the case may be directed to Assistant Executive Director Dick Reed, Executive Office, at (916) 227-2809 or by email at Dick.Reed@post.ca.gov.

TESTING MANAGEMENT AND ASSESSMENT SYSTEM (TMAS) PROGRESS

Staff launched an extranet application to assist users in implementing the TMAS system. The extranet is a website application especially designed to support the TMAS system by allowing users to download manuals and technical notes prepared by POST, and to share their experiences as they implement the system. Staff also completed a cycle through which all 40 regular Basic Academies received training in the operation of the TMAS system. The transition to the new software will begin with all academies using the system in the traditional paper-and-pencil format before moving to on-line, paperless, testing.

Questions about the TMAS project may be directed to Senior Personnel Selection Consultant Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-2810 or by email at Ken.Krueger@post.ca.gov.

LAW ENFORCEMENT OFFICERS KILLED AND ASSAULTED IN THE LINE OF DUTY (LEOKA) STUDY

The POST Law Enforcement Officers Killed and Assaulted in the Line of Duty Program (LEOKA) provides information on the felonious killings and accidental deaths of California peace officers. This information has been the subject of four reports covering the period from 1980 to 1999. These reports provide an in-depth analysis of 20 years of LEOKA studies which reaffirm that protecting people and property, apprehending criminals, and keeping the public peace are inherently dangerous. These studies have provided information to direct changes in training and to develop new training.

Each incident involving the line of duty death of a California peace officer is the subject of a careful and thorough evaluation that is based on comprehensive survey instruments completed by the agencies that lost officers. These evaluations are reviewed by the LEOKA Committee which consists of subject matter experts in the area of officer safety and tactics.

The next LEOKA report will cover the period from January 2000 through December 2004. POST staff and the Committee are compiling and evaluating data in preparation for the report which should be published in December 2005.

Questions regarding the LEOKA Program may be directed to Senior Consultant Dan Toomey, Basic Training Bureau, at (916) 227-5426 or by email at Dan.Toomey@post.ca.gov.

OHIO CHIEFS OF POLICE VISIT POST

A delegation from the Ohio Association of Chiefs of Police visited POST as part of a review of contemporary practices in basic training. Their trip also included visits to Florida and Texas. The group included the current president of the association and three directors, all of which are incumbent chiefs of police, the executive director of the association, and the director of the Ohio Peace Officer Training Academy.

POST staff provided detailed briefings and answered questions on basic training, test development and testing administration, instructor development and certification, in-service training, course development and certification, research into web-based training, and peace officer certification. Bureau staffs from Basic Training, Standards and Evaluation, Training Program Services, Training Delivery, and Learning Technology Resource Center presented information to the group.

The group was very appreciative and complimentary of the effort and information provided by POST staff. A closing comment from the visitors was that “you folks are way ahead of the curve in most of the things we have looked at.”

Questions about the Ohio Chiefs’ visit may be directed to Assistant Executive Director Mike DiMiceli, Executive Office, at (916) 227-2808 or by email at Mike.DiMiceli@post.ca.gov.

TERRORISM LIAISON OFFICER (TLO) COURSE

A second pilot presentation of the Terrorism Liaison Officer (TLO) course was offered in Sacramento on March 14-18, 2005. This is a new 40-hour course that is designed to develop a trained cadre of law enforcement officers who will serve as the first layer of information management for every law enforcement agency in the State. The TLO is trained to work with the community, other governmental agencies, and the private sector in a cooperative and collaborative effort to gather information that will be forwarded to an appropriately-designated intelligence operation. The TLO is also trained to assist the agency in the ongoing preparation, coordination, and training necessary to maintain an effective law enforcement role in homeland security.

The course presentation was hosted by the Sacramento Police Department at their training facility at McClellan Park. Forty-four trainees attended the course from agencies in Sacramento County and adjacent regions. Course critiques were excellent and a number of small changes will be made the course curriculum based on feedback from the trainees. To date, POST and the California Specialized Training Institute (CSTI) have trained approximately 400 personnel statewide.

Questions about the TLO course may be directed to Bureau Chief Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS) TRAINING COURSE

Homeland Security Presidential Directive (HSPD) - 5, *Management of Domestic Incidents* was issued by the U.S. Department of Homeland Security. Because of this directive, all federal departments, agencies, state, local, and tribal governments are required to fully comply with the NIMS requirements by FY 2007 (October 1, 2006). At that time, full compliance with NIMS will be a prerequisite for any federal preparedness assistance.

NIMS is similar to the Standardized Emergency Management System (SEMS) that California adopted by legislation in the 1990s. This similarity is most evident in the NIMS version of the Incident Command System (ICS) and adoption of the concept of mutual aid.

POST has been working closely with the Governor's Office of Emergency Services (OES), training presenters, and subject matter experts to identify law enforcement training needs for meeting the requirements of NIMS while maintaining compliance with California standards. Staff has been working with a group of emergency management experts to combine NIMS/SEMS/ICS requirements into the existing 24-hour train-the-trainer course.

In March, staff convened in Anaheim to finalize the curriculum for both the 24-hour train-the-trainer course and a companion NIMS/SEMS/ICS basic course. Both of these courses are in final draft and will be ready for use in July 2005, based on decisions made by the Office of Emergency Services (OES).

The target audience for the NIMS/SEMS/ICS training is all personnel working in a law enforcement agency who would be required to respond to a large incident, including command level personnel assigned to a unified command or emergency operations center.

The statewide SEMS Advisory Committee met in Sacramento in March to begin working on the statewide standards for implementation of NIMS. A report on the progress and implementation plan is due to the Governor by June 1, 2005.

Questions about the NIMS Training Course may be directed to Bureau Chief Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at Ken.Whitman@post.ca.gov.

FIREARMS SKILLS TEST DEVELOPMENT PROJECT UNDERWAY

Subject matter experts attending a Firearms Skills Test Development Workshop began work on firearms core competencies and scoring criteria for Basic Course firearms testing. Efforts are being concentrated on developing generic core competencies and scoring criteria that can be used in all academies regardless of the type of range facility or weapon system being used. The development of a standardized firearms skills test for the Basic Course is a requirement of POST Strategic Plan objective A.4.

Questions about the Firearms Skills Test Development Project may be directed to Senior Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or by email at Bob.Holmgren@post.ca.gov.

RECRUITMENT/RETENTION ADVISORY COUNCIL CONVENED

On March 8, the Recruitment and Retention Council convened for the first time in San Diego. Twenty-three people attended, representing a wide spectrum of the law enforcement community. Attendees were recommended for participation by law enforcement agencies and professional organizations.

The Council agenda included discussion of best practices for recruitment and retention as experienced by those present, identification of subject matter experts outside law enforcement, and review of three recent surveys' findings. The Council unanimously supported convening a recruitment/retention symposium later this year. Agencies represented at the meeting had a combined number of vacancies exceeding 2,300. Recruitment and retention have been a challenge for most of these agencies. One representative from a small agency reported that they completed a testing cycle with no qualified candidates. A second testing yielded one candidate who has passed each phase so far.

Questions about the Recruitment/Retention Advisory Council or the Recruitment/Retention Project may be directed to Special Consultant Merle Switzer, Training Program Services Bureau, at (916) 227-4861 or by email at Merle.Switzer@post.ca.gov.

MASTER CALENDAR ON THE POST WEBSITE

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at http://www.post.ca.gov/library/p_ch/flagship_bb.asp. If you have access to the network but have forgotten your user identification or password, please send an email to Phyl.Barrus@post.ca.gov.

LEGISLATIVE UPDATE

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>

REPORT DATE: March 31, 2005

Status of Legislation on which the Commission has taken a Position

The following are bills on which the Commission taken a position. Other bills of interest to law enforcement stakeholders may be viewed on the POST Website at <http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
AB 22 (Lieber)	<p>Trafficking in Persons: This bill would add several crimes related to trafficking of persons for forced labor or services and trafficking of minors for sexual servitude. It would require the Commission to develop training standards and a course of instruction to educate peace officers regarding the criminal provisions and services available for victims of these offenses.</p> <p><i>Commission Position: Neutral</i></p>	<p>Introduced</p> <p>(12-06-04)</p>
AB 41 (Yee)	<p>Human Trafficking: This bill would establish the crime of trafficking a person for forced labor or services and the crime of trafficking of a minor for sexual servitude. It is similar to AB 22 (above).</p> <p><i>Commission Position: Neutral</i></p>	<p>Introduced</p> <p>(12-06-04)</p>
SB 57 (Alarcon)	<p>Fines and Penalties: This bill would increase the authority of county boards of supervisors to levy additional penalty assessment on fines for criminal offenses and other specified offenses. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care.</p> <p><i>Commission Position: Oppose</i></p>	<p>Introduced</p> <p>(1-12-05)</p>